

February 2002

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OCP_{ERIODICAL}

Office of Compensation and Policy

Statewide Distribution of Performance Ratings

2001 Summary

Extraordinary Contributor	8.8%
Contributor	90.0%
Below Contributor	0.3%

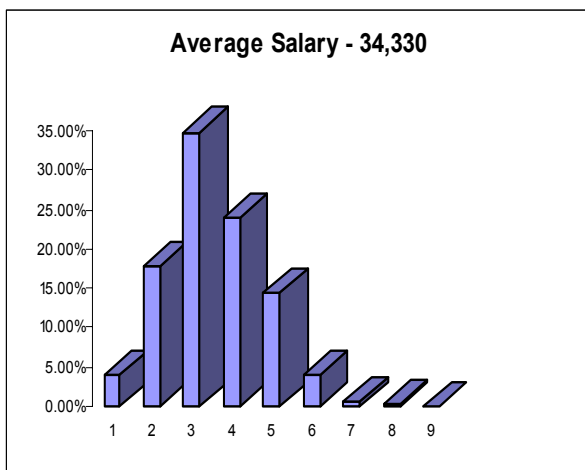
For comparison here is the
2000 Summary

Exceptional	16.5%
Exceeds Expectations	54.9%
Meets Expectations	27.9%
Fair But Needs Improvement	0.6%
Does Not Meet Expectations	0.1%

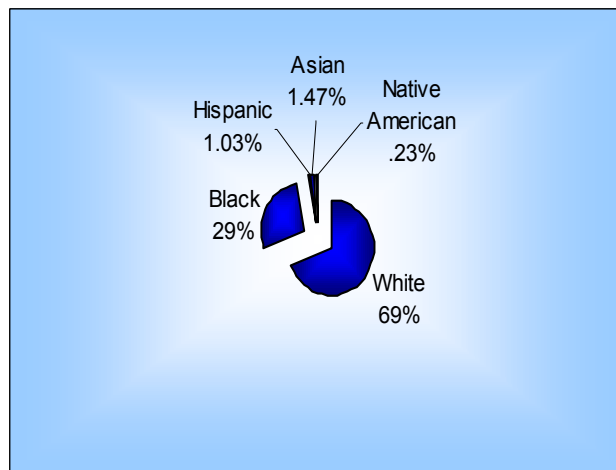
Work Force Demographics

Total Number of Classified Employees January 16, 2002: **73,837**

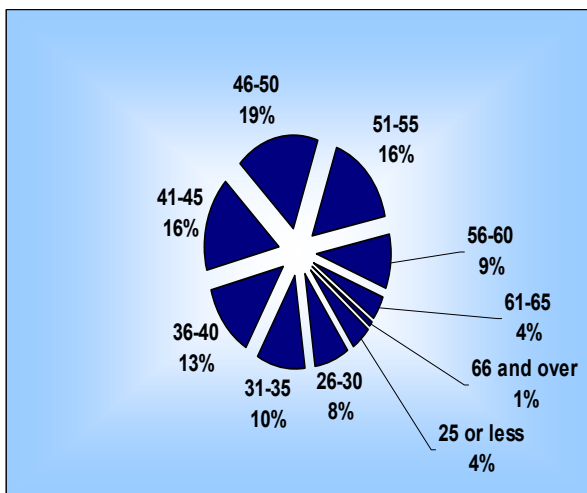
Distribution by Pay Band



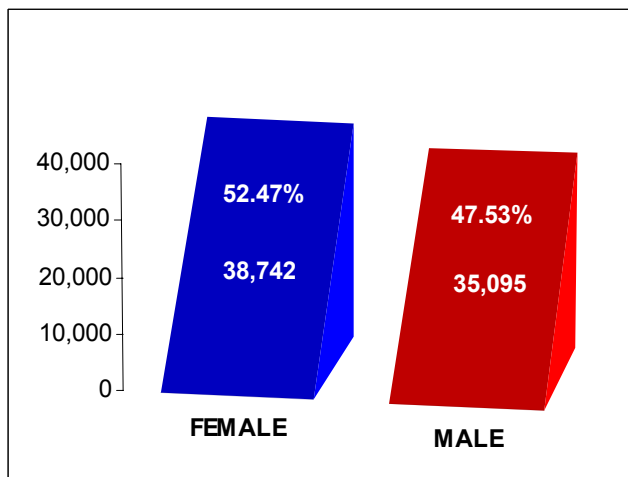
Distribution by Race



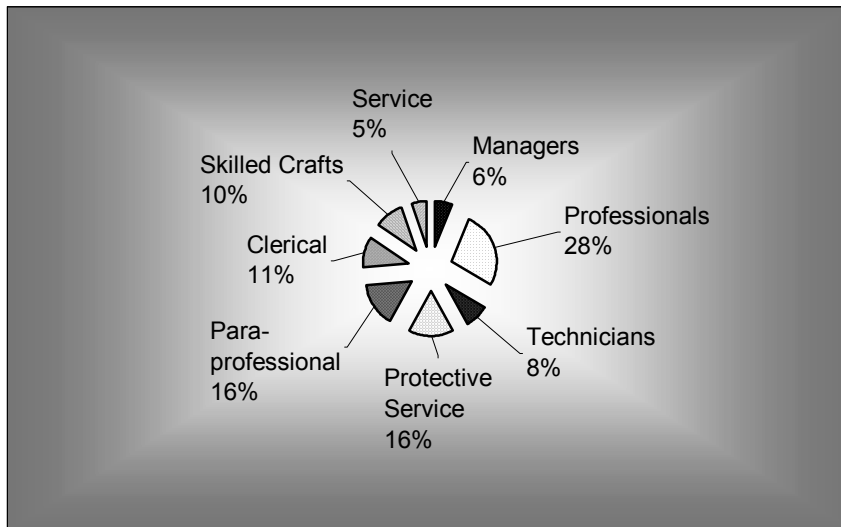
Distribution by Age



Distribution by Gender



Distribution by EO Category

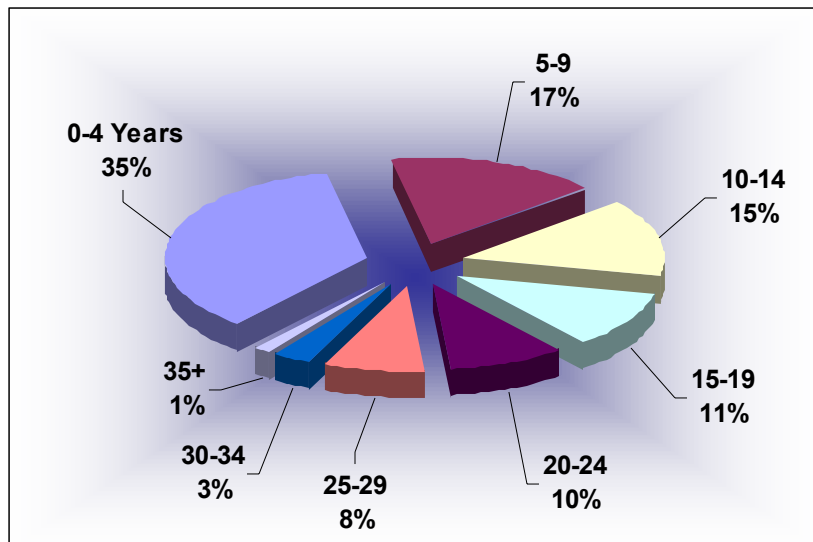


Distribution by Years of Service

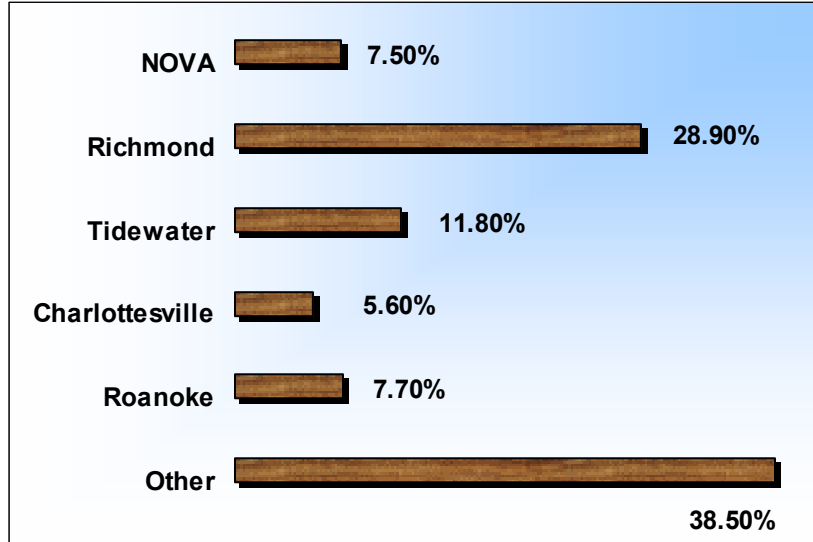
Mean: 11.2 Years

Median: 9 Years

Highest: 55 Years



Distribution by Location



Our goal is to provide practical information that supports human resource objectives across the Commonwealth and to encourage innovative strategies in the management and delivery of agency services.

To tell us what you would like to see featured in upcoming issues email us at compensation@dhrm.state.va.us or policy@dhrm.state.va.us

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